

VA Boston Healthcare System Post-Baccalaureate Registered Nurse Residency Program

The VA Boston Healthcare System, the largest consolidated facility in VISN 1, encompasses 3 main campuses and 5 outpatient clinics within a 40-mile radius of the greater Boston area. The consolidated facility consists of the Jamaica Plain Campus, located in the heart of Boston's Longwood Medical Community; the West Roxbury Campus, located on the West Roxbury/Dedham line; and the Brockton Campus, located 20 miles south of Boston in the City of Brockton. In addition to the 3 main medical centers, the Community Based Outpatient Clinics (CBOCs) that make up the VA Boston Healthcare System (VA BHS) are located in Framingham, Lowell, Quincy, Plymouth and Causeway Street (Boston).

The VA Boston Healthcare System Post-Baccalaureate Registered Nurse Residency Program (PB-RNR) is a Commission on Collegiate Nursing Education (CCNE) accredited RN Residency program designed to provide additional training and support to Bachelor of Science in Nursing (BSN) graduates. Didactic and precepted clinical components provide a range of experiences in the application of nursing evidence-based clinical practice, and veteran-centric care.

The Post Baccalaureate Registered Nurse Residency Program is designed to bridge nursing academic education and professional nursing practice. As a successful graduate of the program, the participant will be an integral part of the interprofessional team and well positioned to initiate your life-long professional nursing career.

VA Boston Post-Baccalaureate Registered Nurse Residency Program Mission Statement

To support RN Residents to transition from an entry-level, advanced beginner nurse to a competent professional nurse who provides safe, quality care to patients (Benner, 1984); to develop effective decision-making skills related to clinical judgment and performance, strategies to incorporate research-based and other evidence into practice, and clinical leadership skills at the point of patient care; and to formulate an individual career plan that promotes a life-long commitment to professional nursing (CCNE, 2015).

Goals for VA Boston RN Residency Program

1. Attract and retain competent and compassionate Registered Nurses
2. Cultivate an appreciation of the value of continued professional development
3. Engage registered nurses in the advancement of nursing practice through active participation in the process of evidence-based practice
4. Support the development of critical thinking skills for nurse leaders of the future

Program Structure

The VA Boston Post-Baccalaureate Registered Nurse Residency program is designed to provide the new graduate RN opportunities to effectively transition to competent professional nurses who provide safe, quality care, with a focus on:

- 1) Developing effective decision-making skills related to clinical judgment and performance
- 2) Incorporating evidence into practice
- 3) Developing clinical leadership skills at point of care
- 4) Practicing collaboratively as members of the interprofessional healthcare team
- 5) Formulating an individual career plan that promotes a life-long commitment to professional learning.

Post Baccalaureate Nurse Resident (PB-RNR) Trainees

- Funded by VA Office of Academic Affiliations
- Assigned a preceptor for 12 months with a shared assignment
- 1st three months on host unit & 4th month RN Residents are introduced to other clinical areas throughout VA Boston
- Monthly Didactic and Evidence-Based Practice Seminars
- Interactive learning such as guided discussion, case studies, and presentations
- Matched with a professional mentor
- Participation in comprehensive evidence-based practice program supported by VA Nurse Scientists
- Completion of an Evidence Based Practice Project
- Disseminate findings at the Annual VA Boston Nursing Service Evidence Based practice/Research Day as a Poster and Podium Presentation
- Completion of required program surveys and evaluations for ongoing program improvement

PB-RNR Program Eligibility:

- Must be U.S. Citizen
- Graduated from a CCNE or NLNAC accredited program with a BSN or Direct Entry-MSN, between August 2021 and June 2022
- Proficient in written and spoken English
- Background & Security Investigation are required
- Pass pre-trainee physical examination
- Random Drug Testing is required
- Obtain current, unrestricted RN license by August 1, 2022

Application Requirements:

- RESUME: no more than 2 pages
- COVER LETTER
- PERSONAL STATEMENT: 400 words "Why I Wish to be Selected for the VA Boston Healthcare System Post-Baccalaureate Registered Nurse Residency Program"
- THREE LETTERS OF RECOMMENDATIONS: TWO from school faculty (one must be a clinical faculty) and ONE from Nurse Manager/Assistant Nurse Manager of Unit of Senior Capstone Experience (or if you are employed as NA, PCA, SNT or VALOR– your current immediate Nurse supervisor). Place sealed envelope or e-mailed directly from School Faculty/Nurse Manager to Nurse Recruiter at: **BostonVANurse@va.gov**
- TRANSCRIPTS: Official from school, sealed envelope
- DD -214: submit if applicant is a Veteran

Application Deadlines for 2022-2023 class:

- Applications are accepted from **December 1, 2021- May 1, 2022**
- Application review and interview process will be scheduled in **May 2022**
- The residency program start date is **August 2022**

Complete application materials (as specified above) must be postmarked or e-mailed by close of business on **May 1, 2022**. Submit application materials to:

Nurse Recruiter, VA BHS
940 Belmont Street (118)

Brockton, MA 02301

Fax: 774-826-1115

E-mail: BostonVANurse@va.gov

Salary and Benefits:

The resident in our program is considered a federal full-time trainee with a stipend and benefit package.

- Stipend: Competitive and based on locality.
- Limited healthcare benefits: more information upon hire
- 10 paid holidays
- 4 hours of annual leave and 4 hours of sick leave is accrued each pay period (every two weeks)

If interested in applying to the PB-RNR program, and have additional questions, please e-mail Judy Wendt, Associate Chief of Nursing/Academic Affiliations, VA BHS Nursing Affiliations Program, at Judith.Wendt@va.gov OR Kathleen White, Nursing Affiliations Coordinator at Kathleen.White@va.gov.

The Federally funded (PB-RNR) Post Baccalaureate RN Residency Program at the VA Boston Healthcare system is accredited by the Commission on Collegiate Nursing Education, 655 K Street NW, Suite 750, Washington, DC 20001, (202) 887-6791.